United Nations A/69/839/Add.11

General Assembly

Distr.: General
30 April 2015

Original: English

Sixty-ninth session
Agenda item 159
Financing of the United Nations Mission in Liberia

Budget performance for the period from 1 July 2013 to 30 June 2014, financing arrangements for the period from 1 July 2014 to 30 June 2015 and proposed budget for the period from 1 July 2015 to 30 June 2016 of the United Nations Mission in Liberia

Report of the Advisory Committee on Administrative and Budgetary Questions

Appropriation for 2013/14	$476,277,000
Expenditure for 2013/14	$447,845,300
Unencumbered balance for 2013/14	$28,431,700
Appropriation for 2014/15	$427,267,000
Projected expenditure for 2014/15[a]	$437,226,400
Estimated overexpenditure for 2014/15[a]	($9,959,400)
Proposal submitted by the Secretary-General for 2015/16	$355,208,800
Recommendation of the Advisory Committee for 2015/16	$352,862,500

[a] Estimates as at 28 February 2015.

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I. Introduction

1. **The recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in paragraphs 26, 33, 35 and 39 below would entail a reduction of $2,346,300 in the proposed budget for the United Nations Mission in Liberia (UNMIL) for the period from 1 July 2015 to 30 June 2016 (A/69/820). The Committee has made recommendations and observations on specific issues, where appropriate, in the paragraphs below.**

2. During its consideration of the financing of UNMIL, the Advisory Committee met representatives of the Secretary-General, who provided additional information and clarification, concluding with responses received in writing on 24 April 2015. The documents reviewed and those used for background by the Committee are listed at the end of the present report. The Committee's detailed comments and recommendations on the findings of the Board of Auditors on the accounts of the United Nations peacekeeping operations for the period ended 30 June 2014, and on cross-cutting issues related to peacekeeping operations, can be found in its related reports (see A/69/838 and A/69/839, respectively).

II. Budget performance for the period from 1 July 2013 to 30 June 2014

3. In its resolution 67/277, the General Assembly appropriated an amount of $476,277,000 gross ($466,776,600 net) for the maintenance of the Mission for the period from 1 July 2013 to 30 June 2014. The total amount has been assessed on Member States. Expenditure for the period totalled $447,845,300 gross, which resulted in an unencumbered balance of $28,431,700. The budget implementation rate was 94 per cent. This compares with the budget implementation rate of 100 per cent for the period from 1 July 2012 to 30 June 2013. An analysis of variances is provided in section IV of the budget performance report for the period from 1 July 2013 to 30 June 2014 (see A/69/667).

4. The Secretary-General indicates that an outbreak of Ebola in Liberia during the last quarter of the reporting period had an impact on the implementation of the Mission's budget for 2013/14. The overall reduced requirements were attributable mainly to: (a) reduction in cost for freight and deployment of contingent-owned equipment for military contingents ($1,280,700 or 0.8 per cent); (b) reduction in cost for formed police units as a result of the non-deployment of a formed police unit ($6,069,100 or 16.7 per cent); (c) the higher-than-budgeted actual vacancy rate for international staff, resulting in reduced expenditure of $5,209,900 (5.6 per cent); and (d) reduction in operational costs ($17,046,400 or 14.1 per cent), owing primarily to lower costs for the rental and operation of the Mission's rotary wing aircraft fleet, reduced requirements for aviation fuel and reduced requirements for facilities and infrastructure (ibid., summary, para. 12 and section III).

5. The comments of the Advisory Committee on the information presented in the performance report on individual objects of expenditure can be found, where relevant, in the discussion of the proposed budget for the period from 1 July 2015 to 30 June 2016 (A/69/820) in section IV below.

III. Financial position and information on performance for the current period

6. The Advisory Committee was informed that, as at 30 March 2015, a total of $7,356,067,000 had been assessed on Member States in respect of UNMIL since its inception. Payments received as at the same date amounted to $7,240,201,000, leaving an outstanding balance of $115,866,000. The Committee was also informed that, as at 31 December 2014, $14,025,000 was owed for troops, after taking into account payments made until October 2014. It was further indicated that, on 19 March 2015, the quarterly troop payments covering the period from November to December 2014 was made. The Committee was informed that, as at 31 December 2014, the amount owed for contingent-owned equipment was $19,743,000. As at 30 March 2015, the Mission had a cash balance of $122,000,000. After subtracting a three-month operating reserve of $75,718,100, the remaining amount of cash was $46,282,000.

7. With regard to death and disability claims, the Advisory Committee was informed that, as at 30 March 2015, $4,511,000 had been paid in respect of 134 claims since the inception of the Mission. Five claims were pending. **The Advisory Committee trusts that the outstanding claims will be settled expeditiously.**

8. The Advisory Committee was informed that, as at 28 February 2015, the human resources incumbency for UNMIL was as follows:

	Authorized[a]	*Encumbered*	*Vacancy rate (percentage)*
Military observers	133	122	8.3
Military contingent personnel	4 765	4 317	9.4
United Nations police personnel	498	426	14.5
Formed police	1 265	1 000	20.9
Government-provided personnel	32	28	12.5
Posts			
International staff	443	370	16.5
National staff	941	865	8.0
General temporary assistance			
International staff	18	14	22.2
National staff	–	–	–
United Nations Volunteers	237	187	21.1

[a] Represents the highest authorized strength for the period.

9. The Advisory Committee was also provided with information showing current and projected expenditure for the period from 1 July 2014 to 30 June 2015, with reasons for variances. Expenditure for the period as at 28 February 2015 amounted to $277,062,200 gross ($272,424,700 net) against an appropriation of $427,267,000 gross ($418,297,000 net). At the end of the current financial period, the Mission projects total expenditure of $437,226,400, leaving a budget shortfall of $9,959,400 or 2.3 per cent of the approved appropriation.

Financing arrangements for the United Nations Mission in Liberia for the period from 1 July 2014 to 30 June 2015

10. The Secretary-General has submitted a separate note on financing arrangements for UNMIL for the period from 1 July 2014 to 30 June 2015 (A/69/857 and Corr.1), in which he requested the General Assembly to appropriate and assess the amount of $9,959,400 for the maintenance of the Mission for the 12-month period from 1 July 2014 to 30 June 2015, in addition to the amount of $427,267,000 already assessed for the same period for the maintenance of the Mission under the terms of Assembly resolutions 68/291 and 69/259. It is also indicated, in the note, that owing to the impact of the Ebola crisis and the possible changes to the Mission's mandate at the time, the Assembly had been advised by the Secretary-General, in a note dated 21 October 2014, that the Mission's full-year expenditure was likely to exceed the approved appropriation by $11.9 million (see A/69/545 and Corr.1).

11. The Secretary-General indicated, that since the adoption by the General Assembly of its resolution 68/291 on the Mission's financing, increased requirements were estimated as a result of substantial changes in the cost parameters and assumptions used in the budget formulation for the period 2014/15. The additional requirement in response to the Ebola outbreak was estimated at $22.2 million, which is mainly attributable to three factors: (a) risk-based entitlements to uniformed and civilian personnel ($11.0 million), including the award of a risk premium to uniformed contingent personnel for their work in Liberia during the Ebola crisis and danger pay entitlement payable to international and national staff since September 2014; (b) air transportation ($6.8 million) owing to the use of B-737 aircraft to operate regular flights between Monrovia and Accra, which provide entry and departure from Liberia for UNMIL and other United Nations personnel; and (c) medical requirements ($4.4 million) for 17 medical personnel to support Ebola contingency efforts in the interest of United Nations personnel in Liberia as well as medical equipment and supplies purchased for the safety of UNMIL personnel (see A/69/857, para. 7).

12. The Advisory Committee was informed upon enquiry that the risk premium was awarded to the members of the majority of the military and formed police units present in Liberia at the time. The amount of the premium awarded for the period from July to September 2014 was $1,951,110, of which $1,550,913 was for military contingents and $400,197 for formed police units, and that the monthly rate of award was $133 per person, or 10 per cent of the current standard reimbursement rate to troop- and police-contributing countries. **The Advisory Committee recalls that the General Assembly, in its resolution 68/281, requested the Secretary-General to make such payments as he authorizes for the premium payments from the accounts of the qualifying missions, and also requested the Secretary-General to report on such payments and on any implications for approved funding levels in the report on the budget performance of each peacekeeping operation.**

13. Concerning danger and hazard entitlements paid to UNMIL staff, the Advisory Committee was informed upon enquiry that the estimated amount payable from September 2014 until June 2015 is $4,723,500 for international staff; $3,220,200 for national staff; and $1,140,000 for United Nations Volunteers.

14. Upon enquiry, the Advisory Committee was also informed that the amount of $4.4 million for medical requirements was requested to meet the specific needs of UNMIL, including its staff. The Committee was informed that the estimated amount of medical requirements includes reimbursement of claims made by troop-contributing countries in respect of costs incurred towards yellow fever vaccinations and that such claims for reimbursements were not included in the budget estimates for 2014/15. The Advisory Committee was further informed that such claims, amounting to $363,858, pertain to prior financial periods (2008-2013), but could not be recognized at the time of their accrual due to the absence of substantiating documentation.

15. The Secretary-General further indicates that the net overexpenditure related to the Ebola outbreak has been reduced to $9,959,400, as the Mission has monitored and reprioritized its funding across all categories to lower the need for additional funds to the extent possible, while still addressing the implementation of its mandate and the safety of staff. Such a reduction in net overexpenditure for the financial period 2014/15 is proposed as a result of higher-than-planned vacancy rates expected for United Nations police (14.9 per cent compared with 5 per cent approved); and international staff (12.2 per cent, compared with 9.0 per cent approved), partly offset by increased costs for danger pay entitlements. Further reductions under operational costs are estimated mainly due to: (a) the reprioritization of funds to meet the additional costs of the Ebola outbreak; (b) lower fuel prices; and (c) reduced movement of UNMIL personnel in the mission area during the Ebola crisis to limit the exposure to risk (see A/69/857, paras. 6-11).

16. As indicated above, the Secretary-General requests the General Assembly to appropriate and assess the amount of $9,959,400 for the maintenance of the Mission for the 12-month period from 1 July 2014 to 30 June 2015, in addition to the amount of $427,267,000, already approved under the terms of General Assembly resolutions 68/291 and 69/259 for the same period. **The Advisory Committee recognizes that the Mission may be facing a budget shortfall and that its requirements for the current period may exceed the level of the existing appropriation. However, taking into account the Mission's cash position as at 30 March 2015 (see para. 6 above), the foreseeable cash position of the Mission until the end of the financial period, and given also the level of the proposed additional requirements, the Advisory Committee considers that there is no need, at this stage, for an additional appropriation or assessment to meet the needs of UNMIL for the current period.**

17. **Accordingly, the Advisory Committee recommends that the General Assembly authorize the Secretary-General to enter into commitments in an amount not to exceed $9,959,400 for the maintenance of the Mission for the 12-month period from 1 July 2014 to 30 June 2015, in addition to the amount of $427,267,000 approved for the Mission under the terms of General Assembly resolutions 68/291 and 69/259, and that detailed information on actual expenditures incurred be provided in the context of the performance report of UNMIL for the period from 1 July 2014 to 30 June 2015.**

IV. Proposed budget for the period from 1 July 2015 to 30 June 2016

A. Mandate and planned results

18. The mandate of UNMIL was established by the Security Council in its resolution 1509 (2003). The most recent extension of the mandate was authorized by the Council in its resolution 2190 (2014) of 15 December 2014, by which the Council decided to extend the mandate of the Mission until 30 September 2015. The Mission is mandated to help the Council achieve the overall objective of advancing the peace process in Liberia. The proposed budget for 2015/16 is based on the assumption that the Ebola outbreak will be sufficiently contained and that the support component of UNMIL will be able to focus on timely and quality delivery of services in support of the activities and operational priorities of the Mission (see A/69/820, para. 36).

19. The planning assumptions and mission support initiatives for the budget period are described in paragraphs 6 to 36 of the report of the Secretary-General (A/69/820). The Secretary-General indicates that pursuant to Security Council resolution 2190 (2014), the authorized strength of UNMIL shall remain at up to 4,811 military and 1,795 police personnel. It is further indicated that the budget estimate reflects: (a) an average strength of 3,415 for military contingents and 108 for military observers across the entire budget period, taking into account the respective vacancy factors of 19 per cent and 27 per cent applied to the cost estimates; (b) an average police strength of 1,005 across the budget period taking into account a 21 per cent vacancy factor applied to the cost estimate for formed police units, and (c) an average number of United Nations police personnel of 408, taking into account an 18 per cent vacancy factor applied to the cost estimate for United Nations police personnel.

20. The Advisory Committee recalls that the Security Council, in its resolution 2215 (2015), endorsed the Secretary-General's recommendation, contained in his update of 16 March 2015, on the drawdown of UNMIL uniformed personnel, and consistent with resolution 2190 (2014), authorized the Secretary-General to implement the third phase of the phased drawdown to arrive at a new military ceiling of 3,590 personnel and to reduce the police ceiling to 1,515 personnel, with both ceilings to be reached by September 2015. The Secretary-General indicates that in view of the expectation of a resumption of the military drawdown, a 10 per cent reduction in the civilian staffing of UNMIL is proposed.

B. Resource requirements

21. The proposed budget for UNMIL for the period from 1 July 2015 to 30 June 2016 amounts to $355,208,800 gross ($346,520,100 net), representing a decrease of $72,058,200, or 16.9 per cent in gross terms, compared with the appropriation for 2014/15. The proposed budget is exclusive of budgeted voluntary contributions in kind in the amount of $52,800. The budget provides for the deployment of up to 4,811 military personnel, including 133 military observers and 4,678 military contingent personnel; 1,763 police personnel, including 498 United Nations police officers and 1,265 formed police personnel; 398 international and 853 national staff,

inclusive of 60 National Professional Officers, and 204 United Nations Volunteers and 32 Government-provided personnel (see A/69/820, summary).

22. Detailed information on the financial resources requested and an analysis of variances are provided in sections II and III of the report of the Secretary-General on the proposed budget (A/69/820). Major decreases are reflected under the following (ibid., summary and paras. 241-255):

(a) Military contingents ($34,091,800 or 24.1 per cent): mainly attributable to the reduction in planned strength from 4,765 contingent personnel for the 2014/15 financial period to 4,678 for 2015/16, and the vacancy rate of 27 per cent applied to such personnel compared with 2 per cent in 2014/15;

(b) Civilian personnel ($14,274,600 or 11.9 per cent): mainly attributable to the net reduction of international staff by 45 staff members, of national staff by 88 staff members and of United Nations Volunteers by 33 members of personnel, in addition to a higher vacancy factor of 15 per cent for international staff (compared with 9 per cent for 2014/15) and 15 per cent for United Nations Volunteers (compared with 7 per cent for 2014/15);

(c) Air transport ($3,761,600 or 12.8 per cent): mainly attributable to the reduction in the cost shared with the United Nations Operation in Côte d'Ivoire (UNOCI) (to 15 per cent) of the three military armed helicopters (Mi-24) combined with the reduced requirement for planned flight hours and for petrol, oil and lubricants.

1. Military and police personnel

Category	*Approved 2014/15*[a]	*Proposed 2015/16*	*Variance*
Military observers	133	133	–
Military contingent personnel	4 765	4 678	(87)
United Nations police	498	498	–
Formed police units	1 265	1 265	–

[a] Represents the highest authorized strength for the period.

23. The estimated requirements for military and police personnel for the period from 1 July 2015 to 30 June 2016 amount to $166,656,100, a decrease of $40,318,200, or 19.5 per cent, compared with the apportionment of $206,974,300 for 2014/15. The Secretary-General indicates that the lower requirements for 2015/16 are attributable primarily to the reduction in strength of military contingent personnel, from a total strength of 4,765 for the 2014/15 financial period to 4,678 planned for the 2015/16 period, in addition to the application of higher vacancy factors of 19 per cent for military observers; 27 per cent for military contingent personnel; 18 per cent for United Nations police; and 21 per cent for formed police units, compared with 3 per cent, 2 per cent, 5 per cent and 2 per cent, respectively, for the period 2014/15 (ibid., paras. 242-245).

24. **The Advisory Committee recommends approval of the requested resources for military and police personnel.**

2. Civilian personnel

Category	*Approved 2014/15*[a]	*Proposed 2015/16*	*Variance*
International staff	443	398	(45)
National staff	941	853[b]	(88)
Temporary positions, funded under general temporary assistance	–	–	–
United Nations Volunteers	237	204	(33)
Government-provided personnel	32	32	–
Total	**1 653**	**1 487**	**(166)**

[a] Represents the highest level of authorized/proposed strength.
[b] Includes National Professional Officers (60) and national General Service staff (793).

25. The estimated requirements for civilian personnel for the period from 1 July 2015 to 30 June 2016 amount to $105,450,700, a decrease of $14,274,600, or 11.9 per cent, over the apportionment for 2014/15. The reduced requirements are attributable to: (a) reduction in international staff by 45 personnel, national staff by 88 personnel, and United Nations Volunteers by 33 personnel; and (b) application of higher vacancy factors of 15 per cent for international staff, and 15 per cent for United Nations Volunteers compared with 9 per cent and 7 per cent, respectively, for the period 2014/15. The cost estimates for National Professional Officers and national General Service staff are based on vacancy rates of 15 per cent (compared with 25 per cent for 2014/15) and 6 per cent (compared with 5.4 per cent for 2104/15), respectively, for the 2015/16 period.

26. The Advisory Committee was informed that for the National Professional Officer posts for the period from 1 July 2014 to 28 February 2015, the actual average vacancy rate was 19.4 per cent; as at 28 February 2015, the actual vacancy rate was 17.9 per cent; and for the 2013/14 period, the actual average vacancy rate was 26.1 per cent. The Advisory Committee was also informed that for United Nations Volunteer positions, for the period from 1 July 2014 to 28 February 2015, the actual average vacancy rate was 19.8 per cent; as at 28 February 2015, the actual vacancy rate was 21.2 per cent; and for the 2013/14 period, the actual average vacancy rate was 10.5 per cent. **The Advisory Committee reiterates its view that budgeted vacancy rates should be based, as much as possible, on actual vacancy rates. In cases where the proposed budgeted rates differ from the actual rates at the time of budget preparation, clear justification should be provided in related budget documents for the rates used. In view of the foregoing, the Advisory Committee recommends that an 18 per cent vacancy rate for National Professional Officer posts and a 20 per cent vacancy rate for United Nations Volunteer positions be applied to the cost estimates for the 2015/16 period. The Committee has no objection to the Secretary-General's proposals for the vacancy rates for all other categories of civilian personnel. Any related operational costs should be adjusted as appropriate.**

27. The budget proposes a net decrease of 166 posts along with reassignment, redeployment and reclassification of posts across the organizational components of the Mission. A detailed description of staffing changes proposed under each component is provided in the proposed budget (see A/69/820, paras. 43-230).

A summary of the proposed changes in staffing is provided in the annex to the present report.

Abolishment of posts and positions

28. A total of 178 posts and/or positions are proposed for abolishment, comprising 49 international posts (2 P-5, 18 P-4, 4 P-3, 1 P-2 and 24 Field Service), 93 national posts (8 National Professional Officers and 85 national General Service) and 36 United Nations Volunteer positions.

Establishment of posts and positions

29. The Secretary-General proposes the establishment of 12 posts and/or positions (2 P-4, 1 P-3, 1 P-2, 1 National Professional Officer, 4 national General Service and 3 United Nations Volunteer), as set out below:

(a) Under Executive Direction and Management, 2 national General Service Team Assistant posts to provide additional capacity to county offices (ibid., para. 66);

(b) Under component 2, Rule of Law, 2 P-4 Judicial Affairs Officer posts to further develop the capacity of justice and security institutions, including leadership and management, at the central level; 1 P-3 Corrections Officer post to support the corrections security programmes; 1 United Nations Volunteer Judicial Affairs Officer position to support national institutions in the security sector; 1 United Nations Volunteer Rule of Law Officer position to support the implementation of the protection-of-civilians mandate of UNMIL; and 1 United Nations Volunteer Human Rights Officer position to strengthen substantive support to human rights officers in the field, resulting in more targeted and effective interventions at the county level (ibid., paras. 83-84, 90, 95, 99, 101 and 102);

(c) Under component 3, Peace Consolidation and Support, 1 P-2 Associate Civil Affairs Officer post to ensure the timely and robust programmatic and financial management of the additional resources ($1,000,000) for the funding of quick-impact projects (ibid., para. 112);

(d) Under component 4, Mission Support, 1 Human Resources Officer post (National Professional Officer) linked to the abolishment of 1 internationally recruited United Nations Volunteer position in compliance with the objective of nationalizing functions whenever possible; and 2 national General Service Training Assistant posts to support the training services of the Integrated Mission Training Centre (ibid., paras. 177 and 179).

Reclassification, reassignment and redeployment of posts and positions

30. A total of 10 posts are proposed for reclassification: 1 D-1 to P-5, 5 P-5 to P-4, 3 P-4 to P-3 and 1 P-4 to P-2. The Secretary-General also proposes the reassignment of 1 National Professional Officer post and the redeployment of a total of 162 posts, comprising 57 international posts, 75 national posts and 30 United Nations Volunteer positions (see annex).

31. **Subject to its recommendations in paragraph 26 above, the Advisory Committee recommends approval of the staffing changes and resources for civilian personnel proposed by the Secretary-General.**

3. Operational costs

(United States dollars)

Apportionment 2014/15	*Proposed 2015/16*	*Variance*
100 567 400	83 102 000	(17 465 400)

32. Operational costs for the period from 1 July 2015 to 30 June 2016 are estimated at $83,102,000, reflecting a decrease of $17,465,400, or 17.4 per cent, over the apportionment for 2014/15. The overall decrease is attributable to proposed decreases under all items of expenditure with the exception of the following proposed increase in requirements: under quick-impact projects ($1,000,000 or 100 per cent), other supplies, services and equipment ($1,441,500 or 49.6 per cent), and naval transportation ($12,700 or 0.4 per cent). Increased requirements under quick-impact projects and other supplies, services and equipment are discussed in paragraphs 40-43 below.

33. The Advisory Committee's report on cross-cutting issues related to peacekeeping operations includes observations and recommendations with respect to those costs that the Secretary-General proposes to be apportioned to individual mission budgets, including applications developed by the Office of Information and Communications Technology and deployed to the field, as well as the additional requirements relating to the supply chain management initiative (A/69/839). **The Committee does not concur with the proposal of the Secretary-General to charge the missions for the entirety of these costs and recommends that the proposed resource requirements in individual missions be reduced accordingly.** The relevant table in the cross-cutting report contains a summary of the Committee's recommended reductions by mission (see A/69/839, table 6). **In the case of UNMIL, this recommendation would result in a reduction of $105,168 from the requirements for information technology, $94,400 for consultancy services and $141,600 for official travel in the budget for 2015/16.** Related upward adjustments to the proposed resource requirements included in the Support Account are in the Committee's report on the subject (A/69/860).

Official travel

34. The resources proposed for official travel amount to $2,018,000, representing a reduction of $43,500, or 2.1 per cent, compared with the apportionment for 2014/15. The Advisory Committee was informed that resources proposed for official travel comprise $522,000 for training-related travel and $1,496,000 for all other travel requirements, which are further categorized as requirements for travel within the mission area, amounting to $829,000 and outside the mission area, amounting to $667,000.

35. **The Advisory Committee considers that the drawdown of UNMIL and the consequent reduction proposed for both its military and civilian personnel for 2015/16 should lead to a further reduction in its travel requirements. The Committee therefore recommends a reduction of 15 per cent to the proposed resources for official travel, not related to training, outside of the mission area for 2015/16, in addition to the downward adjustment of $141,600 for official travel recommended in paragraph 33 above.**

36. **The Advisory Committee is of the view that measures such as the consolidation of trips and the use of alternative means of communication will not only contribute to a more efficient use of financial resources but also reduce the disruptive effect that frequent or extended absences from missions can have on the day-to-day work of staff and on effective programme delivery (see also A/68/782, para. 199).**

Facilities and infrastructure

37. Estimated requirements for facilities and infrastructure for the 2015/16 period amount to $27,301,700, a decrease of $6,398,800 or 19 per cent, compared with the apportionment for 2014/15. The Advisory Committee notes that the only item reflecting an increased requirement under facilities and infrastructure was security services, resulting from the provision for residential security reimbursements to uniformed personnel under minimum operating residential security standards. The Advisory Committee enquired as to the reason for increased requirements for reimbursements to uniformed personnel under the residential security standards, given the proposed downsizing of such personnel and as to whether the impact of the impending drawdown of the Mission had been taken into account in the formulation of the budget for the period 2015/16. The Committee was informed as follows:

(a) The estimated reimbursements for minimum operating residential security standards for uniformed personnel were based on the earlier proposed numbers of such personnel and required a downward adjustment;

(b) Changes in planned uniformed personnel and the proposed reduction of an additional 5 per cent in civilian personnel were finalized at a very late stage of the budget preparation. Inadvertently, owing to a lack of time, some resource requirements in the operational cost category, which are calculated in direct reference to personnel levels, were not reduced accordingly.

38. In the light of the information in paragraph 37 (a) and (b) above, the Advisory Committee was provided with updated requirements that reflected reductions to be made under different items of expenditure estimated in the operational cost category, including the reductions regarding the proposed reimbursements for minimum operating residential security standards for uniformed personnel, as set out in the following table (in United States dollars):

Operational cost category	*Estimated amount for 2015/16[a]*	*Updated requirements reflecting reduction in estimated amount for 2015/16*	*Revised amount for 2015/16*
Facilities and infrastructure			
Utilities (reduction in water bills)	268 900	(15 600)	253 300
Security services (reduction in minimum operating residential security standards reimbursements; Guard Force requirements do not require adjustment)	5 518 700	(438 000)	5 080 700
Stationery and office supplies	284 100	(19 100)	265 000
Subtotal	**6 071 700**	**(472 700)**	**5 599 000**

Operational cost category	*Estimated amount for 2015/16*[a]	*Updated requirements reflecting reduction in estimated amount for 2015/16*	*Revised amount for 2015/16*
Ground transportation			
Repairs and maintenance	519 700	(2 500)	517 200
Liability insurance	195 800	(22 700)	173 100
Petrol, oil and lubricants	3 903 200	(375 100)	3 528 100
Subtotal	**4 618 700**	**(400 300)**	**4 218 400**
Communications			
Commercial communications (reduction in telephone bills)	2 596 500	(116 000)	2 480 500
Subtotal	**2 596 500**	**(116 000)**	**2 480 500**
Information technology			
Information technology services (reduction in e-mail accounts maintained, other costs already adjusted for reduced number of personal computers)	3 496 400	(110 500)	3 385 900
Subtotal	**3 496 400**	**(110 500)**	**3 385 900**
Medical			
Medical services (reduction in medical services to military and police personnel)	331 700	(86 400)	245 300
Subtotal	**331 700**	**(86 400)**	**245 300**
Other supplies, services and equipment			
Uniforms, flags and decals (reduction in accoutrements for military and police personnel)	227 800	(24 900)	202 900
Rations	70 300	(4 300)	66 000
Subtotal	**298 100**	**(29 200)**	**268 900**
Total	**17 413 100**	**(1 215 100)**	**16 198 000**

[a] See A/69/820.

39. **In view of the updated requirements resulting in reductions in the estimates of expenditures provided in respect of specific items under operational costs, the Advisory Committee recommends the reduction of an amount of $1,215,100 under such costs.**

Quick-impact projects

40. Estimated requirements for quick-impact projects for the 2015/16 period amount to $2 million, an increase of 100 per cent compared with the apportionment for 2014/15. Under component 3, Peace Consolidation and Support, the Secretary-General indicates a quick-impact projects portfolio comprising 60 projects. In paragraph 240 of the proposed budget (A/69/820), it is indicated that the portfolio will reflect the multidimensional mandate of the Mission. In particular, in support of the Mission's good offices mandate, the projects are aimed at building confidence in

the transition process of the Mission and strengthening the presence and functioning of civilian and rule of law institutions at critical locations in the counties. The Secretary-General also indicates that the proposed projects are intended to promote reconciliation and social cohesion, through targeted engagement, social and livelihoods initiatives and the provision of basic services, including post-Ebola recovery support. In this connection, the Advisory Committee notes the Secretary-General's proposal for the establishment of 1 Associate Civil Affairs Officer at the P-2 level under component 3 (ibid., para. 112, see also para. 29 (c) above).

41. **The Advisory Committee welcomes the strengthening of the quick-impact projects portfolio in UNMIL, which is a useful tool for its transition and exit strategy, and encourages the Mission to select and implement the projects in a timely manner so as to achieve the quick impact of the projects planned. The Committee trusts that the additional capacity in the form of an Associate Civil Affairs Officer at the P-2 level will support the management of the projects.**

Other supplies, services and equipment

42. Estimated requirements for other supplies, services and equipment for the 2015/16 period amount to $4,347,700, an increase of $1,441,500 or 49.6 per cent, compared with the apportionment for 2014/15. The proposed increase is attributable to the new chart of accounts, which classifies the freight costs of engineering, transport and information and communications technology equipment and other general supplies under this item of expenditure, compared with the inclusion of freight costs in the cost of acquisition of different types of equipment that were reflected as specific budget line items for the period 2014/15. The increased requirement also results from the increase in training fees, reflected under this item of expenditure instead of under training consultants (reflected under a separate line item).

43. Upon enquiry regarding any potential savings envisaged due to the increased use of training companies instead of training consultants, the Advisory Committee was informed that as a result of the proposed change in the mode of training offered by the training companies on behalf of UNMIL, no savings were expected but rather, a better quality of training services and a reduced administrative workload were anticipated. The reduced requirements for training consultants were estimated at $190,062, which would be offset by a corresponding increase in the provision for training fees. **The Advisory Committee expects that following the shift from the use of individual consultants to training companies, the related reduction in administrative workload will be realized as efficiency gains.**

44. **Subject to its recommendations in paragraphs 26, 33, 35 and 39 above, the Advisory Committee recommends approval of the requested resources for the operational costs.**

4. Other matters

Integrated Mission Training Centre

45. The Secretary-General proposes to increase the number of capacity-building programmes for national staff through training activities, including in-house and mandatory training courses organized by the Integrated Mission Training Centre at UNMIL. As indicated in paragraph 29 (d) above, the Secretary-General also

proposes the establishment of 2 national General Service posts in the Integrated Mission Training Centre to sustain the Centre's training services and to enhance capacity-building for national staff (see A/69/820, para. 179). Upon enquiry, the Advisory Committee was informed that the Centre offers a wide range of training programmes for national staff, which can lead to improved prospects for their employment with other institutions in the event of either their separation from the Mission or the Mission's closure. In this connection, the Committee was informed that the capacity-building activities proposed for national staff include the organization by the Integrated Mission Training Centre of two noteworthy courses, the first on conflict mediation and the second on peacebuilding and development, as well as the upcoming 2015 job fair. **The Advisory Committee welcomes the efforts made by UNMIL towards capacity-building of national staff in view of the planned drawdown of the Mission.**

Training of international staff

46. Training courses are proposed for a total of 1,189 international staff members for 2015/16, compared with 819 international staff members for 2014/15. The Advisory Committee enquired as to the reason for the increase in the estimated number of international staff members to be trained, given the proposed reduction in the number of international staff for 2015/16. The Committee was informed that UNMIL offers a wide variety of in-mission training opportunities to all personnel, including language, management development and supply chain courses, and the proposed increase in the number of international staff to be trained is mainly attributable to the increase in the in-mission training courses. The Committee was also informed that training an increased number of participants as part of an in-mission course makes the event more cost-effective.

Communications and Public Information Office

47. The Secretary-General proposes to restructure the Publications Unit within the Communications and Public Information Office by merging it with the Video and Photography Units and renaming the consolidated structure the Multimedia Unit, which would serve as the integrated hub for all multimedia activity and outputs (ibid., para. 56). Upon enquiry, the Advisory Committee was informed that the proposed restructuring reflects the reduction in the Unit's posts from 54 in 2014/15 to 49 in 2015/16. **The Advisory Committee recalls its recommendation to keep the structure and the staffing of the Communications and Public Information Office under review, including the merger of the video and photo units, for possible reductions in the future (A/68/782/Add.16, para. 27). The Committee welcomes the proposed restructuring involving the merger of the Publications Unit, the Video Unit and the Photography Unit into a consolidated Multimedia Unit.**

Environment

48. Under component 4, Mission Support, the Secretary-General proposes the establishment of the Occupational Health and Safety and Environment Unit to promote health and safety for all UNMIL staff; conduct periodic occupational health, safety and environmental inspections; develop prevention and control measures to ensure the general safety of the workplace; prepare instructions and implement actions for the reduction or elimination of hazards in the workplace; and

identify health and safety indicators. It is indicated that, formerly, staff performing functions related to environmental protection were part of the Office of Chief of Service Delivery, and that the new Unit is proposed to increase the visibility of its activities, considered critical for the Mission (see A/69/820, paras. 135 and 156).

49. Upon enquiry, the Advisory Committee was informed that the environmental policy of UNMIL is an integral part of the Mission's exit strategy. Regarding the steps taken by UNMIL for environmental preservation, the Committee was informed that the Mission has installed seven wastewater treatment plants to prevent environmental contamination from the spilling of liquid waste, and that the Mission ensures all sites and facilities are vacated in accordance with United Nations environmental standards.

50. On the disposal of waste, the Advisory Committee was informed that: (a) solid waste is disposed of either through vendors or directly in locations approved by the Environmental Protection Agency of the Government of Liberia; (b) some of the liquid waste is treated on site and disposed of in similarly approved locations; (c) other liquid waste, such as used oil, is disposed of by a waste disposal vendor approved by the Environmental Protection Agency of the Government of Liberia; and (d) electronic waste is handed over to the Property Disposal Unit, for disposal by a waste disposal vendor approved by the Government of Liberia.

51. **The Advisory Committee notes the measures undertaken by UNMIL in support of environmental preservation and trusts that every effort will be made to minimize any adverse impact on the environment caused by the Mission's activities.**

Engagement with partners and the country team

52. The Secretary-General states that UNMIL and the United Nations country team will continue to support Liberia's formal engagement with the Peacebuilding Commission[1] through the Justice and Security Joint Programme and in advancing the implementation of the Strategic Road Map for National Healing, Peacebuilding and Reconciliation in Liberia. The Advisory Committee notes that Liberia is one of the countries on the agenda of the Peacebuilding Commission. **In this connection, the Advisory Committee recommends that the General Assembly request the Secretary-General to include information on peacebuilding activities in his future budget reports.**

53. It is further indicated that: (a) UNMIL and the country team will continue to collaborate on critical reform processes in which UNMIL provides the political support and the United Nations Development Programme (UNDP) provides technical assistance, for example, in the constitutional review process and national reconciliation; (b) in view of the requirement for longer-term healing and recovery consequent to the Ebola outbreak, UNMIL will provide good offices and political support to the Government and will also collaborate with UNDP and the World Food Programme in advising on the establishment of a functional disaster risk reduction system; and (c) the Mission will also continue to collaborate with the country team in addressing the high prevalence of sexual and gender-based violence

[1] On 16 November 2010, the Government of Liberia and the Liberia configuration of the Peacebuilding Commission adopted the statement of mutual commitments on peacebuilding in Liberia (PBC/4/LBR/2) to accompany Liberia's peacebuilding efforts.

in Liberia (ibid., para. 42). **The Advisory Committee notes the steps proposed by UNMIL in this regard.**

Recommendations of the Board of Auditors

54. At the request of the Advisory Committee, information on the action taken by the Mission to implement the recommendations contained in the report of the Board of Auditors on United Nations peacekeeping operations for the 12-month period from 1 July 2013 to 30 June 2014 (A/69/5 (Vol. II), chap. II) was provided, as follows: (a) with respect to the non-compliance with the policy of booking air travel tickets 16 days in advance of trips, the instances of non-compliance resulted from the nature of the Mission's work and insufficient information regarding upcoming training activities; nevertheless, the Mission issued reminders to its staff to ensure better compliance with the policy; (b) with respect to the delays in write-off of property, plant and equipment, the Mission initiated the process of addressing all outstanding cases, and only eight cases remained outstanding; and (c) with respect to the delays in the disposal of written-off assets, the Mission had cleared all outstanding cases by 8 January 2015. **The Advisory Committee trusts that all outstanding recommendations of the Board of Auditors will be fully implemented by UNMIL as a matter of priority.**

V. Conclusion

55. The actions to be taken by the General Assembly in connection with the financing of UNMIL for the period from 1 July 2013 to 30 June 2014 are set out in paragraph 73 of the performance report (A/69/667). **The Advisory Committee recommends that the unencumbered balance of $28,431,700, as well as other income and adjustments in the amount of $5,100,800, be credited to Member States.**

56. The actions to be taken by the General Assembly in connection with the financing of UNMIL for the period from 1 July 2014 to 30 June 2015 are set out in paragraph 13 of the note of the Secretary-General (A/69/857). **The Advisory Committee recommends that the General Assembly authorize the Secretary-General to enter into commitments in an amount not to exceed $9,959,400 for the maintenance of the Mission for the 12-month period from 1 July 2014 to 30 June 2015, in addition to the amount of $427,267,000 approved for the Mission under the terms of General Assembly resolutions 68/291 and 69/259. The Secretary-General should be requested to provide detailed information on actual expenditures incurred in the context of the performance report of UNMIL for the period from 1 July 2014 to 30 June 2015.**

57. The actions to be taken by the General Assembly in connection with the financing of UNMIL for the period from 1 July 2014 to 30 June 2015 are set out in paragraph 258 of the proposed budget (A/69/820). **Taking into account its recommendations in paragraphs 26, 33, 35 and 39 above, the Advisory Committee recommends that the General Assembly appropriate an amount of $352,862,500 gross for the maintenance of the Mission for the 12-month period from 1 July 2015 to 30 June 2016, should the Security Council decide to extend the mandate of the Mission beyond 30 September 2015.**

Official documents used for review or reference

- Budget performance of the United Nations Mission in Liberia for the period from 1 July 2013 to 30 June 2014 (A/69/667)
- Financing arrangements for the United Nations Mission in Liberia for the period from 1 July 2014 to 30 June 2015 (A/69/857 and Corr.1)
- Budget for the United Nations Mission in Liberia for the period from 1 July 2015 to 30 June 2016 (A/69/820)
- Report of the Board of Auditors on United Nations peacekeeping operations for the 12-month period from 1 July 2013 to 30 June 2014 (A/69/5 (Vol. II), chap. II)
- Report of the Advisory Committee on Administrative and Budgetary Questions on the budget performance for the period from 1 July 2012 to 30 June 2013 and proposed budget for the period from 1 July 2014 to 30 June 2015 of the United Nations Mission in Liberia (A/68/782/Add.16)
- General Assembly resolutions 67/277, 68/291 and 69/259
- Security Council resolutions 2190 (2014) and 2215 (2015)

Annex

Summary of proposed staffing changes in the United Nations Mission in Liberia for the period from 1 July 2015 to 30 June 2016

Office/Section/Unit	*Number*	*Level*	*Description*
Executive Direction and Management			
Office of the Special Representative of the Secretary-General	-1	P-4	Policy Officer post abolished
	-1	P-4	Policy Officer post redeployed to Security Sector Reform Unit
	-2		
Joint Operations Centre	-1	P-5	Chief of Joint Operations Centre post abolished
	-1	UNV	Reports Officer position abolished
	-1	P-4	Deputy Chief of Joint Operations Centre post redeployed to Joint Analysis and Operations Centre as Joint Operations Officer
	-1	FS	Administrative Assistant post redeployed to Joint Analysis and Operations Centre
	-1	UNV	Reports Officer position redeployed to Joint Analysis and Operations Centre
	-5		
Joint Analysis and Operations Centre (merging of Joint Mission Analysis Centre and Joint Operations Centre)	-1	P-4	Information Analyst post abolished
	-1	FS	Administrative Assistant post abolished
	-1	NGS	Political Affairs post abolished
	-1	UNV	Information Analyst position abolished
	+1	P-4	Joint Operations Officer post redeployed from Joint Operations Centre
	+1	FS	Administrative Assistant post redeployed from Joint Operations Centre
	+1	UNV	Reports Officer position redeployed from Joint Operations Centre
	-1		
Strategic Planning Unit	-1	FS	Administrative Assistant post abolished
	-1	NPO	National Planning Officer post abolished
	-1	NGS	Team Assistant post abolished
	-3		
Communications and Public Information Office	-1	FS	Radio Broadcast Technology Officer post abolished
	-1	FS	Photographer post abolished
	-1	FS	Administrative Assistant post abolished
	-1	NGS	Video Producer Assistant post abolished

Office Section Unit	*Number Level*	*Description*
	-1 UNV	Public Information Officer position abolished
	-5	
Regional/Inter-mission Cooperation Support Unit	-1 P-4	Liaison Officer post abolished
	-1 FS	Administrative Assistant post redeployed to Peace Consolidation Services
	-1 UNV	Liaison Officer position redeployed to Field Support Team
	-3	
Field Support Team	-1 FS	Administrative Assistant post abolished
	-1 NGS	Team Assistant post redeployed to county offices
	+1 P-3	Liaison Officer post redeployed from county offices
	+1 UNV	Associate Liaison Officer position redeployed from Regional/Inter-mission Cooperation Support Unit
	–	
County offices	+2 NGS	Team Assistant posts established
	-1 NGS	Public Information Assistant post abolished
	-5 NGS	Human Rights Monitor posts abolished
	-4 UNV	Civil Affairs Officer positions abolished
	-1 UNV	Public Information Officer position abolished
	-1 P-3	Head of Office post redeployed to Office of the Deputy Special Representative of the Secretary-General (Peace Consolidation) as Civil Affairs Officer
	-1 P-3	Liaison Officer post redeployed to Field Support Team
	-1 UNV	Rule of Law Officer position redeployed to Legal Policy Reform Section
	+1 NPO	Rule of Law Officer redeployed from Legal Policy Reform Section
	+3 NPO	Rule of Law Officer posts redeployed from Access to Justice and Security Section
	+1 NGS	Team Assistant redeployed from Field Support Team
	-7	
Component 1: Security		
Office of the United Nations Police Commissioner	-1 FS	Administrative Assistant post abolished
	+1 NGS	Administrative Assistant post redeployed from Legal and Policy Reform Section
	+1 NGS	Administrative Assistant post redeployed from Training and Mentoring Unit
	+1	

Office Section Unit	*Number*	*Level*	*Description*
Component 2: Rule of Law			
Office of the Deputy Special Representative of the Secretary-General (Rule of Law)	-1	P-4	Special Assistant post abolished
	-1	UNV	Administrative Assistant position abolished
	-2		
Capacity-building and Mentoring Unit	+2	P-4	Judicial Affairs Officer posts established
	+1	P-4	Judicial Affairs Officer post redeployed from Access to Justice and Security Section
	+1	P-4	Rule of Law Officer post redeployed from Training and Mentoring Unit
	+1	P-3	Judicial Affairs Officer post redeployed from Access to Justice and Security Section
	+1	NPO	Judicial Affairs Officer post redeployed from Access to Justice and Security Section
	+1	NPO	Rule of Law Officer post redeployed from Training and Mentoring Unit
	+2	NGS	Team Assistant posts redeployed from Access to Justice and Security Section
	+9		
Access to Justice and Security Section	-1	P-5	Senior Judicial Affairs Officer post abolished
	-1	P-3	Judicial Affairs Officer post abolished
	-1	FS	Administrative Assistant post abolished
	-2	NPO	Judicial Affairs Officer posts abolished
	-1	NGS	Team Assistant post abolished
	-1	P-4	Judicial Affairs Officer post redeployed to Capacity-building and Mentoring Unit
	-1	P-4	Judicial Affairs Officer post redeployed to Legal and Policy Reform Section
	-1	P-3	Judicial Affairs Officer post redeployed to Capacity-building and Mentoring Unit
	-1	NPO	Judicial Affairs Officer post redeployed to Capacity-building and Mentoring Unit
	-3	NPO	Judicial Affairs Officer posts redeployed to county offices as Rule of Law Officers
	-2	NGS	Team Assistant posts redeployed to Capacity-building and Mentoring Unit
	-15		
Legal and Policy Reform Section	+1	UNV	Judicial Affairs Officer position established
	-1	NPO	Training Officer post abolished
	-1	NPO	Judicial Affairs Officer post redeployed to county offices as Rule of Law Officer
	-1	NGS	Administrative Assistant post redeployed to Office of the United Nations Police Commissioner

Office Section Unit	*Number*	*Level*	*Description*
	+1	P-4	Judicial Affairs Officer post redeployed from Access to Justice and Security Section
	+1	UNV	Rule of Law Officer position redeployed from county offices
	–		
Training and Mentoring Unit	-1	NPO	Rule of Law Officer post abolished
	-1	NGS	Team Assistant post abolished
	-1	P-4	Rule of Law Officer post redeployed to Capacity-building and Mentoring Unit
	-1	P-3	Rule of Law Officer post redeployed to Security Sector Reform Unit
	-1	NPO	Rule of Law Officer post redeployed to Capacity-building and Mentoring Unit
	-1	NPO	Rule of Law Officer post redeployed to Correction and Prison Advisory Service
	-1	NGS	Administrative Assistant post redeployed to Office of the United Nations Police Commissioner
	-7		
Corrections and Prison Advisory Service	+1	P-3	Corrections Officer post established
	-1	P-4	Corrections Adviser post abolished
	-1	UNV	Administrative Officer position abolished
	+1	NPO	Legal Adviser post reassigned from Human Rights and Protection Section
	+1	NPO	Rule of Law Officer post redeployed from Training and Mentoring Unit
	+1		
Security Sector Reform Unit	+1	UNV	Rule of Law Officer position established
	+1	P-4	Policy Officer post redeployed from the Office of the Special Representative of the Secretary-General
	+1	P-3	Rule of Law Officer post redeployed from Training and Mentoring Unit
	+3		
Human Rights and Protection Section	+1	UNV	Human Rights Officer position established
	-1	P-4	Human Rights Officer post abolished
	-1	NPO	Associate Human Rights Officer post reassigned to Corrections and Prison Advisory Service as a Legal Adviser
	-1		

Office Section Unit	*Number Level*	*Description*
Component 3: Peace Consolidation and Support		
Office of the Deputy Special Representative of the Secretary-General (Peace Consolidation)	+1 P-2	Associate Civil Affairs Officer post established
	+1 P-3	Civil Affairs Officer post redeployed from county offices
	+2	
Peace Consolidation Service	+1 D-1	Special Adviser post redeployed from Consolidation of Democratic Governance Section
	+1 P-5	Senior Governance Officer post redeployed from Governance Section
	+1 P-5	Senior Civil Affairs Officer post redeployed from Reconciliation and Peace Consolidation Section
	+4 P-4	Civil Affairs Officer posts redeployed from Governance Section
	+2 P-4	Civil Affairs Officer posts redeployed from Reconciliation and Peace Consolidation Section
	+1 P-4	Political Affairs Officer post redeployed from Reconciliation and Peace Consolidation Section
	+1 P-4	Relief, Recovery and Rehabilitation Officer post redeployed from Reconciliation and Peace Consolidation Section
	+1 P-3	Civil Affairs Officer post redeployed from Consolidation of Democratic Governance Section
	+1 P-3	Civil Affairs Officer post redeployed from Reconciliation and Peace Consolidation Section
	+1 P-2	Associate Relief, Recovery and Rehabilitation Officer post redeployed from Reconciliation and Peace Consolidation Section
	+1 FS	Administrative Assistant post redeployed from Consolidation of Democratic Governance Section
	+1 FS	Administrative Assistant post redeployed from Governance Section
	+1 FS	Administrative Assistant post redeployed from Regional/ Inter-mission Cooperation Support Unit
	+1 NPO	Civil Affairs Officer post redeployed from Governance Section
	+2 NPO	Associate Civil Affairs Officer posts redeployed from Governance Section
	+3 NPO	Civil Affairs Officer posts redeployed from Reconciliation and Peace Consolidation Section
	+2 NPO	Relief, Recovery and Rehabilitation Officer posts redeployed from Reconciliation and Peace Consolidation Section
	+2 NGS	Team Assistant posts redeployed from Governance Section
	+1 NGS	Team Assistant post redeployed from Reconciliation and Peace Consolidation Section
	+3 UNV	Civil Affairs Officer positions redeployed from Governance Section
	-1 P-4	Civil Affairs Officer post reclassified to P-3 (from Governance Section)

Office Section Unit	*Number*	*Level*	*Description*
	-1	P-4	Civil Affairs Officer post reclassified to P-2 (from Governance Section)
	+1	P-3	Civil Affairs Officer post reclassified from P-4
	+1	P-2	Civil Affairs Officer post reclassified from P-4
	+31		
Consolidation of Democratic Governance Section	-1	D-1	Special Adviser post redeployed to Peace Consolidation Service
	-1	P-3	Civil Affairs Officer post redeployed to Peace Consolidation Service
	-1	FS	Administrative Assistant post redeployed to Peace Consolidation Service
	-3		
Reconciliation and Peace Consolidation Section	-3	P-4	Civil Affairs posts abolished
	-2	UNV	Civil Affairs positions abolished
	-2	NGS	Team Assistant posts abolished
	-1	P-5	Senior Civil Affairs Officer post redeployed to Peace Consolidation Service
	-2	P-4	Civil Affairs Officer posts redeployed to Peace Consolidation Service
	-1	P-4	Political Affairs Officer post redeployed to Peace Consolidation Service
	-1	P-4	Relief, Recovery and Rehabilitation Officer post redeployed to Peace Consolidation Service
	-1	P-3	Civil Affairs Officer post redeployed to Peace Consolidation Service
	-1	P-2	Associate Relief, Recovery and Rehabilitation Officer post redeployed to Peace Consolidation Service
	-3	NPO	Civil Affairs Officer posts redeployed to Peace Consolidation Service
	-2	NPO	Relief, Recovery and Rehabilitation Officer posts redeployed to Peace Consolidation Service
	-1	NGS	Team Assistant post redeployed to Peace Consolidation Service
	-20		
Governance Section	-1	P-4	Civil Affairs post abolished
	-1	NPO	Civil Affairs post abolished
	-1	P-5	Senior Governance Officer post redeployed to Peace Consolidation Service
	-4	P-4	Civil Affairs Officer posts redeployed to Peace Consolidation Service
	-1	FS	Administrative Assistant post redeployed to Peace Consolidation Service
	-1	NPO	Civil Affairs Officer post redeployed to Peace Consolidation Service

Office/Section/Unit	*Number*	*Level*	*Description*
	-2	NPO	Associate Civil Affairs Officer posts redeployed to Peace Consolidation Service
	-2	NGS	Team Assistant posts redeployed to Peace Consolidation Service
	-3	UNV	Civil Affairs Officer positions redeployed to Peace Consolidation Service
	-16		
Office of the Gender Adviser	-1	P-5	Senior Gender Affairs Officer post reclassified to P-4
	+1	P-4	Gender Affairs Officer post reclassified from P-5
	-1	NPO	Gender Affairs Officer post abolished
	-2	NGS	Administrative Assistant posts abolished
	-3		
HIV/AIDS Advisory Unit	-1	NPO	HIV/AIDS Officer post abolished
	-1	UNV	HIV/AIDS Expert position abolished
	-1	P-4	HIV/AIDS Officer post redeployed to Service Delivery
	-1	UNV	HIV/AIDS Expert position redeployed to Service Delivery
	-1	NPO	HIV/AIDS Officer post redeployed to Service Delivery
	-1	NGS	Office Assistant position redeployed to Service Delivery
	-1	NGS	Training Assistant post redeployed to Service Delivery
	-7		
Component 4: Mission Support			
Office of the Director of Mission Support and Deputy Director of Mission Support	-1	P-4	Administrative Officer post redeployed to Audit, Risk, Compliance and Board of Inquiry Section
	-1	P-3	Administrative Officer post redeployed to Audit, Risk, Compliance and Board of Inquiry Section
	-1	P-2	Associate Board of Inquiry Officer post redeployed to Audit, Risk, Compliance and Board of Inquiry Section
	-1	FS	Administrative Assistant post redeployed to Audit, Risk, Compliance and Board of Inquiry Section
	-1	UNV	Board of Inquiry Officer position redeployed to Audit, Risk, Compliance and Board of Inquiry Section
	-1	UNV	Occupational Health and Safety Officer position redeployed to Occupational Health and Safety and Environment
	+1	D-1	Deputy Director of Mission Support post redeployed from Supply Chain Management
	+1	P-5	Military Liaison Officer post redeployed from Service Delivery
	+1	P-3	Administrative Officer post redeployed from Supply Chain Management
	+1	FS	Administrative Assistant post redeployed from Supply Chain Management

Office Section Unit	*Number*	*Level*	*Description*
	+1	FS	Administrative Assistant/Welfare post redeployed from Supply Chain Management
	-1		
Audit, Risk, Compliance and Board of Inquiry Section	+1	P-4	Administrative Officer post redeployed from the Office of the Director of Mission Support and Deputy Director of Mission Support
	+1	P-3	Administrative Officer post redeployed from the Office of the Director of Mission Support and Deputy Director of Mission Support
	+1	P-2	Associate Board of Inquiry Officer post redeployed from the Office of the Director of Mission Support and Deputy Director of Mission Support
	+1	FS	Administrative Assistant post redeployed from the Office of the Director of Mission Support and Deputy Director of Mission Support
	+1	UNV	Board of Inquiry Officer position redeployed from the Office of the Director of Mission Support and Deputy Director of Mission Support
	+5		
Regional Aviation Safety Office for West Africa	-1	P-5	Chief Regional Aviation Safety Officer post reclassified to P-4
	+1	P-4	Chief Regional Aviation Safety Officer post reclassified from P-5
	-1	P-4	Regional Aviation Safety Officer post abolished
	-1		
Occupational Health and Safety and Environment Unit	+1	P-3	Environmental Affairs Officer post redeployed from Service Delivery
	+1	NPO	Environmental Affairs Officer post redeployed from Service Delivery
	+1	NPO	Associate Environmental Affairs Officer post redeployed from Service Delivery
	+1	UNV	Occupational Health and Safety Officer position redeployed from the Office of the Director of Mission Support and Deputy Director of Mission Support
	+4		
Finance and Budget Section	-1	FS	Finance Assistant post abolished
	-2	NGS	Finance Assistant posts abolished
	-1	UNV	Finance Assistant position abolished
	-1	UNV	Budget Assistant position abolished
	-1	P-4	Finance Officer post reclassified to P-3
	+1	P-3	Finance Officer post reclassified from P-4
	-5		

Office/Section/Unit	*Number*	*Level*	*Description*
Human Resources Management Section	+1	NPO	Human Resources Officer post established
	-1	P-4	Chief, Staff Counselling Unit post abolished
	-1	P-4	Deputy Chief, Civilian Personnel post abolished
	-4	NGS	Human Resources Assistant posts abolished
	-1	NGS	Administrative Assistant post abolished
	-2	UNV	Human Resources Assistant positions abolished
	-1	P-4	Chief Training Officer post redeployed to Integrated Mission Training Centre
	-1	P-3	Training Officer post redeployed to Integrated Mission Training Centre
	-1	NPO	Training Officer post redeployed to Integrated Mission Training Centre
	-1	NPO	Information Technology Training Officer post redeployed to Integrated Mission Training Centre
	-2	NGS	Information Technology Training Assistant posts redeployed to Integrated Mission Training Centre
	-1	UNV	Training Officer position redeployed to Integrated Mission Training Centre
	-1	UNV	Budget Officer/Integrated Mission Training Centre position redeployed to Integrated Mission Training Centre
	-1	UNV	Staff Development Officer position redeployed to Integrated Mission Training Centre
	-1	UNV	Administrative Team Leader position redeployed to Integrated Mission Training Centre
	+1	UNV	United Nations Volunteer Administration/Management Officer position redeployed from United Nations Volunteers Support Office
	+1	UNV	United Nations Volunteer Finance Officer position redeployed from United Nations Volunteers Support Office
	+1	UNV	United Nations Volunteer Advocacy Officer position redeployed from United Nations Volunteers Support Office
	+1	NGS	National Logistics Clerk post redeployed from United Nations Volunteers Support Office
	-14		
Integrated Mission Training Centre	+2	NGS	Training Assistant posts established
	+1	P-4	Chief Training Officer post redeployed from Human Resources Management Section
	+1	P-3	Training Officer post redeployed from Human Resources Management Section
	+1	NPO	Training Officer post redeployed from Human Resources Management Section
	+1	NPO	Information Technology Training Officer post redeployed from Human Resources Management Section
	+2	NGS	Information Technology Training Assistant posts redeployed from Human Resources Management Section

Office/Section/Unit	*Number*	*Level*	*Description*
	+1	UNV	Training Officer position redeployed from Human Resources Management Section
	+1	UNV	Budget Officer/Integrated Mission Training Centre position redeployed from Human Resources Management Section
	+1	UNV	Staff Development Officer position redeployed from Human Resources Management Section
	+1	UNV	Administrative Team Leader position redeployed from Human Resources Management Section
	+12		
Mission Support Operation Centre	-1	P-5	Chief, Mission Support Operation Centre post reclassified to P-4
	+1	P-4	Chief, Mission Support Operation Centre (Logistics Officer) post reclassified from P-5
	-1	P-4	Logistics Officer post abolished
	-3	NGS	Joint Logistics Operation Centre Assistant posts abolished
	-4		
Information Management Unit	-1	FS	Document Management Assistant post abolished
	-1		
Geospatial, Information Technology and Telecommunications Services	-1	P-4	Chief Information Technology Officer post abolished
	-1	FS	Telecommunications Technician post abolished
	-2	FS	Information Technology Assistant posts abolished
	-5	NGS	Switchboard Operation posts abolished
	-1	NGS	Telecommunications Technician post abolished
	-1	NGS	Information Technology Assistant post abolished
	-2	UNV	Information Technology Technician positions abolished
	-1	UNV	Information Technology Assistant position abolished
	-14		
Supply Chain Management	-1	P-4	Chief, Claims and Property Survey post abolished
	-1	UNV	Claims Assistant position abolished
	-1	D-1	Chief, Supply Chain Management post redeployed to the Office of the Director of Mission Support and Deputy Director of Mission Support as Deputy Director of Mission Support
	-1	P-3	Administrative Officer post redeployed to the Office of the Director of Mission Support and Deputy Director of Mission Support
	-1	FS	Administrative Assistant post redeployed to the Office of the Director of Mission Support and Deputy Director of Mission Support
	-1	FS	Administrative Assistant/Welfare post redeployed to the Office of the Director of Mission Support and Deputy Director of Mission Support

Office Section Unit	*Number*	*Level*	*Description*
	-4	NGS	Claims Assistant posts redeployed to Property Management Section
	+1	P-5	Chief, Supply Chain Management post redeployed from Integrated Warehouse
	+1	P-3	Administrative Officer post redeployed from Service Delivery
	+1	FS	Administrative Assistant post redeployed from Service Delivery
	-7		
Property Management Section (Property Management, Claims, Contingent-owned Equipment)	-1	NGS	Property Control and Inventory Unit Clerk post abolished
	-1	NGS	Property Disposal Clerk post abolished
	-1	UNV	Receiving and Inspection Assistant position abolished
	+1	FS	Contingent-owned Equipment Officer post redeployed from Contingent-owned Equipment Verification Unit
	+2	FS	Contingent-owned Equipment Assistant posts redeployed from Contingent-owned Equipment Verification Unit
	+2	NGS	Team Assistant posts redeployed from Contingent-owned Equipment Verification Unit
	+4	NGS	Claims Assistant posts redeployed from Supply Chain Management
	+4	UNV	Contingent-owned Equipment Assistant positions redeployed from Contingent-owned Equipment Verification Unit
	+10		
Contingent-owned Equipment Verification Unit	-1	P-3	Chief Contingent-owned Equipment Verification Officer post abolished
	-1	FS	Contingent-owned Equipment Verification Officer post redeployed to Property Management Section
	-2	FS	Contingent-owned Equipment Verification Assistant posts redeployed to Property Management Section
	-2	NGS	Team Assistant posts redeployed to Property Management Section
	-4	UNV	Contingent-owned Equipment Verification Assistant positions redeployed to Property Management Section
	-10		
Procurement Section	-1	P-3	Procurement Officer post abolished
	-1	FS	Procurement Assistant post abolished
	-1	NGS	Procurement Assistant post abolished
	-1	UNV	Procurement Assistant position abolished
	-4		
Integrated Warehouse	-1	FS	Material and Asset Assistant post abolished
	-1	FS	Warehouse Assistant post abolished
	-1	NGS	Heavy Vehicle Operator post abolished

Office/Section/Unit	Number	Level	Description
	-2	NGS	Fuel Assistant posts abolished
	-1	NGS	Material and Asset Assistant post abolished
	-8	NGS	Warehouse Assistant posts abolished
	-1	UNV	Supply Assistant position abolished
	-1	UNV	Fuel Assistant position abolished
	-1	P-5	Chief, Supply Section/Central Warehouse post redeployed to Office of Chief Supply Chain Management
	-1	P-4	Supply Officer post redeployed to Life Support
	-1	P-3	Rations Officer post redeployed to Life Support
	-1	FS	Fuel Officer post redeployed to Life Support
	-4	FS	Fuel Assistant posts redeployed to Life Support
	-2	FS	Rations Assistant posts redeployed to Life Support
	-1	FS	Administrative Assistant post redeployed to Life Support
	-1	FS	Supply Assistant post redeployed to Life Support
	-21	NGS	Fuel Assistant posts redeployed to Life Support
	-7	NGS	Heavy Vehicle Operator posts redeployed to Life Support
	-2	NGS	Rations Assistant posts redeployed to Life Support
	-2	NGS	Supply Assistant posts redeployed to Life Support
	-3	NGS	Warehouse Assistant posts redeployed to Life Support
	-1	NGS	Team Assistant post redeployed to Life Support
	-3	UNV	Fuel Assistant positions redeployed to Life Support
	-5	UNV	Rations Assistant positions redeployed to Life Support
	-2	UNV	Warehouse Assistant positions redeployed to Life Support
	-74		
Service Delivery	-1	NGS	Team Assistant post abolished
	-1	D-1	Chief, Service Delivery post reclassified to P-5
	+1	P-5	Chief, Service Delivery post reclassified from D-1
	-1	P-5	Deputy Chief, Service Delivery post redeployed to the Office of the Director of Mission Support and Deputy Director of Mission Support as Military Liaison Officer
	-1	P-3	Administrative Officer post redeployed to the Office of the Chief, Supply Chain Management
	-1	FS	Administrative Assistant post redeployed to the Office of the Chief, Supply Chain Management
	-1	P-3	Environmental Officer post redeployed to Occupational Health and Safety and Environment Unit
	-1	NPO	Environmental Affairs Officer post redeployed to Occupational Health and Safety and Environment Unit
	-1	NPO	Associate Environmental Affairs Officer post redeployed to Occupational Health and Safety and Environment Unit
	-7		

Office Section Unit	*Number*	*Level*	*Description*
Medical Services Section	-1	P-4	Medical Officer post abolished
	-1	UNV	Nurse position abolished
	-2		
HIV/AIDS Advisory Unit	+1	P-4	HIV/AIDS Officer post redeployed from the Office of the Deputy Special Representative of the Secretary-General (Consolidation of Democratic Governance)
	+1	UNV	HIV/AIDS Expert position redeployed from the Office of the Deputy Special Representative of the Secretary-General (Consolidation of Democratic Governance)
	+1	NPO	HIV/AIDS Officer post redeployed from the Office of the Deputy Special Representative of the Secretary-General (Consolidation of Democratic Governance)
	+1	NGS	Office Assistant post redeployed from the Office of the Deputy Special Representative of the Secretary-General (Consolidation of Democratic Governance)
	+1	NGS	Training Assistant post redeployed from the Office of the Deputy Special Representative of the Secretary-General (Consolidation of Democratic Governance)
	+5		
Transport Section	-1	FS	Transport Assistant/Heavy Duty Workshop post abolished
	-1	FS	Transport Assistant/Light Duty Workshop post abolished
	-3	NGS	Driver/Light Duty Dispatch posts abolished
	-4	NGS	Driver/Heavy Duty Dispatch posts abolished
	-1	NGS	Team Assistant post abolished
	-1	NGS	Budget Assistant post abolished
	-1	NGS	Vehicle Mechanic/CarLog Electrical post abolished
	-1	NGS	Vehicle Mechanic/Light Duty Workshop post abolished
	-2	NGS	Vehicle Mechanic/Medium Duty Workshop posts abolished
	-2	NGS	Vehicle Mechanic/Heavy Duty Workshop posts abolished
	-1	UNV	Vehicle Technician, Transport Workshop Reception position abolished
	-1	UNV	Light Duty Dispatch position abolished
	-1	UNV	Quality Control/Team Assistant/Light Duty Workshop position abolished
	-20		
Aviation Section	-1	P-5	Chief Aviation Officer post reclassified to P-4
	+1	P-4	Chief Aviation Officer post reclassified from P-5
	-1	P-4	Chief, Mission Air Operations Centre post reclassified to P-3 as Aviation Officer
	+1	P-3	Aviation Officer reclassified from P-4
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Office Section Unit	*Number*	*Level*	*Description*
Engineering Section	-1	P-5	Chief Engineer post reclassified to P-4
	+1	P-4	Chief Engineer post reclassified from P-5
	-1	P-4	Engineer post abolished
	-1	FS	Facilities Management Unit Assistant post abolished
	-1	FS	Engineering Technician post abolished
	-2	NGS	Generator Mechanic posts abolished
	-1	NGS	Heating, Ventilation and Air Conditioning Technician post abolished
	-7	NGS	Facilities Management Assistant posts abolished
	-2	NGS	Engineering Technician posts abolished
	-1	NGS	Electrical Technician post abolished
	-1	UNV	Civil Engineer position abolished
	-1	UNV	Construction (Civil) Engineer position abolished
	-1	UNV	Construction Manager position abolished
	-2	UNV	Generator Mechanic position abolished
	-1	UNV	Heating, Ventilation and Air Conditioning Technician position abolished
	-22		
Life Support	+1	P-4	Supply Officer post redeployed from Integrated Warehouse
	+1	P-3	Rations Officer post redeployed from Integrated Warehouse
	+1	FS	Fuel Officer post redeployed from Integrated Warehouse
	+4	FS	Fuel Assistant posts redeployed from Integrated Warehouse
	+2	FS	Rations Assistant posts redeployed from Integrated Warehouse
	+1	FS	Administrative Assistant post redeployed from Integrated Warehouse
	+1	FS	Supply Assistant post redeployed from Integrated Warehouse
	+21	NGS	Fuel Assistant posts redeployed from Integrated Warehouse
	+7	NGS	Heavy Vehicle Operator posts redeployed from Integrated Warehouse
	+2	NGS	Rations Assistant posts redeployed from Integrated Warehouse
	+2	NGS	Supply Assistant posts redeployed from Integrated Warehouse
	+3	NGS	Warehouse Assistant posts redeployed from Integrated Warehouse
	+1	NGS	Team Assistant post redeployed from Integrated Warehouse
	+3	UNV	Fuel Assistant positions redeployed from Integrated Warehouse
	+5	UNV	Rations Assistant positions redeployed from Integrated Warehouse
	+2	UNV	Warehouse Assistant positions redeployed from Integrated Warehouse
	+57		

Office Section Unit	*Number*	*Level*	*Description*
United Nations Volunteers Field Support Unit	-1	NGS	National Personnel Assistant post abolished
	-1	UNV	United Nations Volunteer Finance and Administrative Assistant position abolished
	-1	NGS	National Logistics Clerk post redeployed to Human Resources Management Section
	-1	UNV	United Nations Volunteers Administrative/Management Officer position redeployed to Human Resources Management Section
	-1	UNV	United Nations Volunteers Finance Officer position redeployed to Human Resources Management Section
	-1	UNV	United Nations Volunteers Advocacy Officer position redeployed to Human Resources Management Section
	-6		
Conduct and Discipline Team	-1	NGS	Administrative Assistant post abolished
	-1		
Security Section	-1	P-3	Security Officer post abolished
	-1	P-2	Associate Security Officer post abolished
	-4	FS	Security Assistant posts abolished
	-7	NGS	Security Assistant posts abolished
	-13		
Total			
International	-45		
National	-88		
United Nations Volunteers	-33		
General temporary assistance	–		
Grand total	**-166**		

Abbreviations: FS, Field Service; NGS, National General Service; NPO, National Professional Officer; UNV, United Nations Volunteer.